

PERSONNEL POLICY BOARD

June 1, 2006

MEETING

Meeting was held Thursday, June 1, 2006, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Jim Haszard, Ed Bryson, Sue Dedick, Doug McDaniel, Georgia Glass. Member absent: Jerry Sellentin. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 1:30 p.m. by Chair Doug McDaniel.

It was moved by Georgia Glass and seconded by Jim Haszard to approve the minutes of the February 2, 2006 meeting. Motion unanimously carried.

Don Taute of the Personnel Department asked for the Board to hear Agenda Items 2 and 3 first as these two items are related, and Items 1, 4, 5, and 6 are related. Chair Doug McDaniel agreed to the change in order of the Agenda.

Agenda Item 2 was the request to amend Rule 17.19 of the Personnel Rules – Shift Differential and Agenda Item 3 was the request to amend Rule 17.20 of the Personnel Rules – Weekend Differential Pay. Don Taute of the Personnel Department explained these revisions were to add the Community Mental Health Department to the second and third shift and weekend differential pay as already outlined for Lancaster Manor and Corrections. The addition of Community Mental Health is requested to cover the County's nursing classifications that are unrepresented. Dean Settle of the Community Mental Health Center explained to the Board that their nursing services had previously been contracted with BryanLGH and that contract had recently been terminated. The County has now recruited and hired employees in the nursing classes. It is their desire to pay the Nurses shift and weekend pay for comparable compensation to when they were paid by contract. It was moved by Jim Haszard and seconded by Ed Bryson to approve Agenda Items 2 and 3 as presented. Motion unanimously carried.

Agenda Item 1 was the request to amend Rule 17.18 of the Personnel Rules – Longevity. Don Taute of the Personnel Department informed the Board members that items 1, 4, 5, and 6 were before the Board at the request of the Employee Advisory Team. Jeanne Sayers spoke on behalf of the Employee Advisory Team (EAT) and indicated the request to amend longevity pay is because there have not been any changes to the longevity amounts since the 1980's. EAT's amendment therefore reflects doubling the amount of the current longevity schedule.

Agenda Item 4 was the request to amend Rule 19.2 of the Personnel Rules – Vacation Leave. Jeanne Sayers spoke on behalf of the Employee Advisory Team (EAT). The Employee Advisory Team is asking to match the accrual of vacation for less than five years service with the amount of sick leave accrued for new employees. This was done by requesting to add three days to the current vacation accrual. Additionally, three days are requested to be added to all other levels of accrual. The 25 year level had not previously existed, so the request would create this level. Also included in the requested amendments is to double the amount of maximum accumulation for the employees. It was also requested the last sentence of paragraph (e) be struck from the Rules so that when an employee retires from the County they can run out their vacation.

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Agenda Item 5 was the request to amend Rule 19.3 of the Personnel Rules – Sick Leave. Jeanne Sayers spoke on behalf of the Employee Advisory Team (EAT). This amendment is to delete the maximum accrual amount for sick leave, making the accrual amount unlimited.

Agenda Item 6 was the request to amend Rule 19.11 of the Personnel Rules – Funeral Leave. Jeanne Sayers spoke on behalf of the Employee Advisory Team (EAT). This amendment is to increase the amount of funeral leave for immediate family by three days; increase the amount of funeral leave for secondary family by one (1) day; adding one day of funeral leave for the death of a cousin; and changing the language for the death of a co-worker or retiree to be any employee of the County instead of the Department that you work in.

Don Taute of the Personnel Department then addressed the Agenda Items with a comparability study that was done by the Personnel Department. Agenda Item 1: Don Taute indicated that longevity is not a prevalent practice in the comparable counties. Only two of the six counties offer longevity and the current amount the County pays for longevity is above what those two counties offer their employees. Agenda Item 4: Don Taute addressed the Board with comparability information that would support an increase at the 20 year level and possibly the less than 5 year level of vacation. Agenda Item 5: Don Taute addressed the Personnel Board indicating that currently three of the six counties have unlimited sick leave accruals; however the other counties have lower maximums than Lancaster County. Don Taute informed the Board that the County is currently in negotiations with the AFSCME labor union, and sick leave maximum accumulation is currently one of the items being discussed. However, he informed the Board he cannot reveal further information until the contract has been settled.

At this time, Board Member Jim Haszard expressed concerns over the Board's role in approving these amendments before them without knowing what the cost impact of these proposals would mean to Lancaster County. Following discussion, Jim Haszard moved to table the proposed amendments until the July Board meeting. Following discussion, Don Taute indicated to the Board they may not have finalized AFSCME negotiations by that time, and requested they table the items until the August meeting. Jim Haszard amended his motion to table the items until the Board's August meeting. It was seconded by Georgia Glass. Motion unanimously carried.

Agenda Item 7 was miscellaneous discussion. Board Member Georgia Glass addressed the Employee Advisory Team in response to some of Jeanne Sayers comments during her presentation, indicating that in the private sector, once an employee reaches the maximum of their pay range they have nowhere else to go and they also don't have such benefits that the County has as far as longevity, funeral leave, sick leave, etc. in order to look forward to.

There being no further business, the meeting adjourned at 2:30 p.m.

The next regular scheduled meeting is tentatively set for Thursday, July 6, 2006.

Karen Eurich
Personnel Operations Specialist